

BOARD OF GOVERNORS OF CONCORDIA UNIVERSITY

MINUTES OF THE OPEN SESSION OF THE MEETING OF THE BOARD OF GOVERNORS HELD ON WEDNESDAY, 20 DECEMBER 1989, IMMEDIATELY FOLLOWING THE CLOSED SESSION, IN ROOM GM 407-1, SGW CAMPUS

Attendance: Present: Me. A Gervais, Chairman, Prof. B. Barbieri, Mr. M. J. Bourgault, Ms. L. Brodrick, Ms. M. Donaldson, Mr. J. N. Economides, Dr. T. Fancott, Mr. J. R. Firth, Prof. M. Foster, Dr. D. B. Frost, Chief Justice A. B. Gold, Mr. R. K. Groome, Dr. H. Habib, Ms. L. Honosutomo, Mr. P. Howlett, Dr. P. Kenniff, Mr. F. Knowles, Mr. R. Lawless, Sister E. McIlwaine, Mr. D. McIninch, Mr. D. W. McNaughton, Mr. A Mohammed, Mr. S. O'Hara, Me J. J. Pepper, Mr. M. Saidou, Mr. J.H. Smith, Mr. C. I. Taylor, Me M. Vennat, Ms. A Wilson Wright, Ms. S. Woods.

Officers of the University: Dr. M. Cohen, Dr. C. Giguère Dr. R. Sheinin, Me B. Gaudet.

Absent: Mr. B. Aune, Mme M. J. Drouin, Mr. L. Ellen, Prof. S. Friedland, Mr. T. Hecht, Mr. P. Ivanier, Mr. A. H. Michell, Mr. W. W. Stinson.

DOCUMENTS CONSIDERED AND ATTACHED TO THESE MINUTES

- BG-89-10-D79 - Amendments to the Employees Pension Plan, prepared by William Mercer, and dated December 11, 1989
- BG-89-10-D80 - Excerpt from the Concordia Employee Benefits Committee meeting held on December 7, 1989, concerning the amendments to the Pension Plan for the Employees of Concordia University
- BG-89-10-D81 - Agreement between Concordia University and the Loyola Alumni Association concerning the Loyola Medal
- BG-89-10-D82 - Documents from Senate concerning the approval of the Julius and Ilka Ekler Book Prize in Judaic Studies
- BG-89-10-D83 - For information, two letters of sympathy addressed to Mr. Louis Courville, Directeur par intérim, Ecole Polytechnique, by Dr. P. Kenniff
- BG-89-10-D84 - For information, two ads placed with The Gazette and La Presse, both dated Monday, 11 December 1989, concerning the tragic events at Ecole Polytechnique.

- 1.1 The Chairman read a letter addressed by Prof. Sherman Friedland to the Secretary General, where he expressed his gratitude to all the people who have made the construction of the Concert Hall a reality. He specifically thanked Dr. Kenniff, Dr.

Cohen, Dr. Giguère Dr. MacKenzie, Dr. Parker, Mr. Papineau and Mr. Di Grappa, as well as all of the governors for their support and commitment to this project.

1.2 The Agenda was approved as submitted.

1.3 Approval of the Minutes

Ms. Honosutomo asked that a correction be made on page 3, third paragraph of the Minutes. On the first line, instead of. "on behalf of CUSA", it should read: "on behalf of the Engineering students", and on the second to last sentence, delete "they cannot afford to buy" and replace with: "from books that are not readily available".

It was moved and seconded (Habib, Frost), and unanimously RESOLVED:

R89-112 *THAT the Minutes of the Open Session of the meeting held on 15 November 1989, be approved as amended.*

2. There was no business arising from the last Minutes.

3. Restructuring of the Standing Committees of the Board of Governors

Me Gervais reported that a small committee had been formed to study the possibility of restructuring the various Standing Committees of the Board. He explained that the issue had been brought up by both Mr. Smith and Mr. Knowles who had expressed their wish to reduce the number of Standing Committees. An ad hoc committee was then struck, whose members are Dr. Kenniff, Me Gervais, Mr. Knowles, Mr. Taylor, Mr. Aune, Mr. Smith, Mr. Groome and Mme Gaudet. Me Gervais said that the Committee had not completed its work, but nevertheless they had already reduced the number of committees from 19 to 12, and he was hoping to have a resolution for the next Board meeting. In the meantime, the present Committees will continue their activities as usual.

4. Concordia Alumni Association: the Hong Kong and Toronto Chapters.

Me Gervais explained that he had just returned from Hong Kong where Mr. Aune and himself had met with the Association of Hong Kong Concordia Alumni. He added that these alumni were very active and enthusiastic and that they were planning to offer scholarships for Hong Kong students wishing to study at Concordia University. Me Gervais said that the Hong Kong alumni had asked him if they could be recognized by the Board of Governors as well as by the Concordia Alumni Association.

The governors were informed that the two resolutions concerning the above had been slightly modified to reflect the fact that the Hong Kong group as well as the Toronto group were to be recognized as "Chapters of the Concordia Alumni Association".

It was moved and seconded (Firth, Barbieri), and unanimously RESOLVED:

R89-113 *WHEREAS the Concordia Alumni Association was duly established by the Board of Governors of Concordia University by resolution passed at its meeting held on 18 November 1982;*

WHEREAS a number of Concordia Alumni living in Hong Kong have established a Hong Kong Chapter of the Concordia Alumni Association which is a very active organization; AND

WHEREAS it is appropriate for the University to recognize the commitment of these alumni and to maintain good communications between them and the University.

THAT the Board of Governors of Concordia University formally recognize the existence of the Hong Kong Chapter of the Concordia Alumni Association, and take this opportunity to thank the Hong Kong alumni for their initiative, involvement and good work.

R89-114 *WHEREAS the Concordia Alumni Association was duly established by the Board of Governors of Concordia University by resolution passed at its meeting held on 18 November 1982;*

WHEREAS a number of Concordia Alumni living in Toronto have established a Toronto Chapter of the Concordia Alumni Association, which is a very active organization;

AND

WHEREAS it is appropriate for the University to recognize the commitment of these alumni and to maintain good communications between them and the University.

THAT the Board of Governors of Concordia University formally recognize the existence of the Toronto Chapter of the Concordia Alumni Association, and take this opportunity to thank the Toronto alumni for their initiative, involvement and good work.

5. Reports of the Standing Committees of the Board

5.1 Collective Bargaining Committee

Me Vennat, Chairwoman of the Collective Bargaining Committee, reported that the Collective Bargaining Committee held a meeting on 5 December 1989. She explained that there are ten bargaining units at Concordia and that nine of them were involved in negotiations at the moment. She said she would be reporting at a further date on the progress of negotiations.

5.2 Benefits Committee

Mr. Lawless reported on the Benefits Committee's last meeting, held on 7 December 1989, and which had recommended the adoption of the proposed resolutions. He explained that the actuaries had suggested these changes to the Pension Plan in order to comply with Bill 116 (the Supplemental Pension Plans Act of Quebec). Dr. Cohen added that this was the first of three stages of amendments to which our Pension Plan needs to adjust. The first series of amendments, which will be effective on 1 January 1990 deal among other things, with death benefits should the employee die before retirement. The second one, which is to become effective on 1 June 1990, will involve the integration of part-time employees to the Pension Plan. The third stage will deal with annual meetings and their procedure.

The cost associated with all the above adjustments to the Pension Plan is estimated at \$355,000 per year. The real cost will only be known after the next actuarial valuation is done. Dr. Cohen said that it was the intention of the University to claim reimbursement from the Québec government for the cost of the adjustments required by Bill 116.

Mr. Lawless asked that the motions be taken as read, which was agreed to.

It was moved and seconded (Lawless, Smith), and unanimously RESOLVED:

R89-115 On the recommendation of the Employee Benefits Committee and of the Finance Committee,

THAT effective January 1, 1990, to conform to the requirements of the Supplemental Pension Plans Act of Quebec (Bill 116) 'Normal Retirement Date' under the 'Pension Plan for the Employees of Concordia University' be changed to the first day of the month coinciding with or immediately following the date on which the Member attains age 65.

THAT in compliance with the Supplemental Pension Plans Act of Quebec (Bill 116), effective January 1, 1990, Members of the 'Pension Plan for the Employees of Concordia University may retire on the first day of any month within the ten year period preceding their Normal Retirement Date (Le. the first day of the month coinciding with, or of any month following, the date on which the Member attains age 55).

THAT further, in keeping with the current provisions of the Plan, the following conditions will continue to apply:

Non-contributory Members with less than two (2) years of membership:

- *No benefit will be payable;*

Contributory Members with less than ten (10) years of service:

- *the pension benefit shall be reduced by 116 of 1% for each month by which their actual retirement date precedes their Normal Retirement Date;*

Contributory Members with ten (10) or more years of service:

- *the accrued pension benefit shall be payable without reduction;*

In all cases, the offsets of .7% and .35% (Bridge benefits) will not apply until the first day of the month coincident with or immediately following the date on which the Member attains age 65.

THAT effective January 1, 1990, the determination of a Member's Final Average Earnings under the 'Pension Plan for the Employees of Concordia University' will reflect the gradual move from 100% of the average of the final three (3) years to 100% of the average of the final five (5) years, as follows:

Age at June 1	Final Average Earnings	
	<u>3 Years</u>	<u>5 Years</u>
55	100%	Nil
56	90%	10%
57	80%	20%
58	70%	30%
59	60%	40%
60	50%	50%
61	40%	60%
62	30%	70%

63	20%	80%
64	10%	90%

THAT in compliance with the Supplemental Pension Plans Act of Quebec (Bill 116) for service from January 4 1990, onwards, the benefit payable under the 'Pension Plan for Employees of Concordia University' in the event of death prior to Normal Retirement Date, will be the value of the Member's accrued pension, determined in accordance with the actuarial principles recommended by the Canadian Institute of Actuaries.

In respect of Service prior to January 4 1990, the current Plan provisions will apply:

Death Prior to Early Retirement eligibility:

- *benefit is the value of the Member's accrued pension payable from Normal Retirement Date;*

Death during Early Retirement Eligibility:

- *benefit is the value of sixty (60) monthly pension installments, assuming retirement on the first day of the month in which death occurred;*

In each case, the value is determined on the basis of the assumptions used in the actuarial valuation.

THAT in compliance with the Supplemental Pension Plans Act of Quebec (Bill 116), effective January 4 1990, under the 'Pension Plan for the Employees of Concordia University', benefits on termination will be subject to the following provisions:

- *benefits in respect of service from January 1, 1990 onwards, will be 'locked in' for Members with two (2) or more years of membership in the Plan;*
- *benefits in respect of service prior to January 1, 1990 will continue to be 'locked-in' only if the Member has attained age 45 and completed ten (10) years of service;*
- *the value of benefits in respect of a Member's total service will be available for transfer to another eligible recipient plan in the event of termination prior to early retirement eligibility;*

- *Members will no longer be entitled to receive a cash refund of 25% of the value of any 'locked-in' benefit;*
- *Members will no longer be entitled to receive a cash refund of their accumulated contributions and interest which were on deposit prior to January 1, 1966.*

THAT effective January 4 1990, to conform to the requirements of the Supplemental Pension Plans Act of Quebec (Bill 116) interest given on Member contributions under the 'Pension Plan for the Employees of Concordia University' will be based on an annual interest rate defined as the greater of:

- *the five (5) year Guaranteed Interest Certificate rate paid by Montreal Trust; and,*
- *the five (5) year personal term deposit rate paid by the Chartered Banks, as compiled by the Bank of Canada.*

Further, current year contributions held at the end of the year will receive one-half year of interest. For calculations during the year, interest will be granted on a pro-rata basis.

THAT effective January 1, 1990, the actuarial assumptions used under the 'Pension Plan for the Employees of Concordia University' when commuting the value of benefits will be those recommended by the Canadian Institute of Actuaries (ie. an appropriate Mortality Table; an interest rate based on Long-Term Government of Canada Bonds for the first fifteen (15) years and 6% thereafter; retirement at the age which produces the largest value).

5.3 Finance Committee

Mr. Smith reported that the Finance Committee had held a meeting on 18 December 1989. He explained that the projected results for 1989-90 did not look good and that the University would be running a deficit of about \$4 Million, due to 4 specific items:

1. A shortfall of \$2.5 Million in the Quebec government operating grant.
2. Lease expenditures: there is a \$400,000 unfavorable variance. We were not only short on the revenue side, but we over spent \$400,000 in rentals.
3. Interest payments, where expenses are over by \$600,000 due to increases in rates.

4. An expense reduction of \$1.8 Million had been budgeted. We are short of \$500,000 in that respect.

All these items, said Mr. Smith, add up to a deficit of \$4 Million.

Mr. Smith advised that the University was still struggling to achieve a balanced budget. However, it seems we were too optimistic about the expected government grants. In the future, he added, we should be more careful about projections with respect to money coming from the Québec government. Mr. Smith said that the Finance Committee would be meeting again in February to have another look at the situation.

Dr. Fancott asked Dr. Cohen if he could explain the shortfall in the government grant. Dr. Cohen replied that the new money ended up being not as much as what the Government had promised. He added that \$19 Million were supposed to be distributed specifically to correct base underfunding, but that Mr. Ryan had used only \$12 Million to correct the base funding. As a result of this decision, Concordia is short of \$2 Million for this year. Mr. Smith added that at this point we could not get a redistribution of the \$19 Million, so that for 1989-90 the case is closed, although this is not so for future years.

Dr. Fancott expressed concern about Concordia's funding situation in comparison to sister institutions, and asked if there was anything we could do. Dr. Cohen said that on the whole Concordia's situation had significantly improved and was not very different from that of most other universities. In fact, Concordia has even obtained corrections which McGill had not yet achieved. Me Gervais reminded the Board of the campaign of two years ago, (cf. the Day of Action), and said that the University had presented its case very well, much better than other universities.

Ms. Brodrick asked how the increase in tuition fees would affect our funding situation. Me Gervais said that Dr. Kenniff would be reporting on this issue further on in the meeting.

5. Approval of an Agreement between the Rector and the President of the Loyola Alumni Association, concerning the Loyola Medal.

Dr. Kenniff explained that the Loyola Medal had been established twenty years ago, but had not been awarded at all in the past ten years. He said the Loyola Alumni wished to revitalize the Loyola Medal. The agreement was entered into in October 1989 and it modifies the frequency of awarding, the criteria and the nominating procedures.

It was moved and seconded (Kenniff, McIninch) and unanimously RESOLVED:

- R89-116 *THAT the Agreement between Concordia University and the Loyola Alumni Association concerning the Loyola Medal, as outlined in Document BG-89-11-D81, be approved.*

On behalf of the Loyola Alumni Association, Mr. McIninch thanked the Rector for agreeing to this initiative.

6. Approval of the Julius and Ilka Ekler Book Prize in Judaic Studies

Dr. Kenniff said that Professor Ekler, who had established this prize to honour his parents, had been a faculty member at Concordia for many years and he was teaching in the Chemistry Department. Dr. Kenniff added that this was one of the first, if not the first prize ever established for graduate students at convocation.

It was moved and seconded (Kenniff, Economides) and unanimously RESOLVED:

R89-117 *THAT, on the recommendation of Senate, the Julius and Ilka Ekler Book Prize in Judaic Studies, as outlined in Document BG-89-11-D82, be formally established.*

Remarks

On behalf of Mr. Brian Aune, Me Gervais reported on the Annual Giving Campaign. He said that this year's objective was \$1 Million, and that so far \$300,000. had been raised. He told the Governors that they would be receiving a friendly letter soliciting their contribution towards the Annual Giving Campaign. Me Gervais thanked Mr. Aune, Ms. Woods and Mr. Economides for their involvement in the campaign, and praised the work being done by the Advancement Office.

7. Report of the Rector.

7.1 Dr. Kenniff commented briefly on the tragic events at Ecole Polytechnique. He said that Concordia as an institution had expressed sympathies and participated with other sister universities in simultaneous memorial services. Dr. Kenniff said that the Montreal rectors had discussed a number of measures following the tragedy, to see what could be done to help alleviate the negative impact of these events.

7.2 Dr. Kenniff reported on the two openings which took place on 15 December 1989. The Quebec Government was represented by Mr. Sam Elkas, the Minister of Transport, at the Vanier Library inauguration which was held at noon. The long-awaited Concert Hall also became a reality on the evening of 15 December. Dr. Kenniff said that Prof. Sherman Friedland had described the evening very eloquently in the letter which Me Gervais had read.

7.3 Dr. Kenniff announced that the tuition fees will be unfrozen and that the Québec government had authorized an increase in fees of \$350 per year, for a two-year

period. The universities will have an option to go above by 10% in each individual institution. The universities had asked that two measures be implemented in response to the increase in tuition fees. The first one is that the loan and bursary system had to be improved to respond to a new reality. Mr. Ryan has announced he would table a bill to improve the loan and bursary scheme. The second condition is that the net yield go directly to the universities, not into Quebec's Consolidated Revenue Fund. Dr. Kenniff said that the Minister of Education had given the assurance that this would be so. However, this commitment would only be secured when the government budget is tabled next Spring.

Mr. McNaughton asked the Rector if a resolution could be sent on behalf of the Board of Governors to express our sympathy over the Polytechnique events. Dr. Kenniff said that he thought it would be very appropriate. The Secretary-General will write to the President of Ecole Polytechnique on behalf of the Board of Governors.

8. Report of the Vice-Rectors

8.1 Dr. Sheinin informed the Governors that the deliberations of the Evaluation Committee for the Dean of the Faculty of Arts and Science, Dr. Bertrand, were in progress but the final report would not be available until about midJanuary.

8.2 Dr. Cohen announced that the President of the Montreal Canadiens, Mr. Ronald Corey, had generously offered the use of the Montreal Forum for one evening, on 9 February 1990, when the Concordia Stingers will play the McGill Redmen for the Corey Cup. He added that there would be an opening game between Les Anciens Canadiens and the Petro All-Stars, after which a special gala reception in the Mise au Jeu would be held. All the proceeds will go towards the Concordia Stadium Appeal.

8.3 Dr. Giguère said he wanted to add his own appreciation of the ceremony which took place at the Loyola Chapel on 11 December. He added that the Memorial Service had been very moving and he wanted to specifically thank Ms. Ann Kerby and Dr. Daryl Ross for organizing it. Dr. Giguère also mentioned that the agreement for the purchase of hardware concerning the Management Information System had been concluded, and that it would be announced officially at the January meeting. He said that the contract would be very advantageous to the University community.

Dr. Kenniff added to his report that the tuition fee increase would yield approximately \$41 Million to Québec universities in the first year, and \$83 Million in the second year. Dr. Kenniff estimated that Concordia would receive about 10%, i.e. \$4 Million, for the first year and \$8 Million in the second year.

Ms. Angela Wilson Wright asked if she could receive her Board documents before the start of the weekend preceeding the meeting. Me Gaudet responded that the internal mail is unfortunately very slow, especially for deliveries on the Loyola Campus. All envelopes are sent on Thursday afternoon but the external members of the Board, who receive their documents via a Courier Service, normally get their package the same day. Me Gaudet said that she would make sure that the situation is corrected for the next mailing in January.

9. There was no correspondence.
10. Me Gervais thanked everyone for attending the meeting and wished the Governors a pleasant holiday season.
12. The next meeting of the Board of Governors will be held on Wednesday, 17 January 1990, at 8:00 a.m., in Room GM-407-1, SGW Campus.
13. The meeting terminated at 9:10 a.m.

Bérengère Gaudet,
Secretary of the Board of Governors